

National Association of Letter Carriers (NALC) Branch 421
May 14, 2026
General Branch Meeting Minutes

Date: May 14, 2026, approximately 7:00 PM. Location: Zoom and in-person at the Branch Union Hall.

1. Call to Order:

The meeting was called to order by Alamo Branch 421 President Homer Hernandez.

2. Invocation: Mary Pardo, Retired

Pledge of Allegiance: Louise Jordan, Thousand Oaks

3. Roll Call by Erin McLaughlin, Financial Secretary:

Officers:

President: Homer Hernandez - Present

Vice President: Esteban Ramirez IV - Present

Recording Secretary: Dennis Alltop - (Excused)

Financial Secretary: Erin McLaughlin - Present

Treasurer: Jose Rodriguez - Present

Assistant Recording Secretary: Kevin Welch - Present via ZOOM

Director of Retirees: Dan Torres – Present

Sergeant-At-Arms: Alex Alcorta – Present

Health Benefits Coordinator: Mary Pardo – Present

Trustee: Rigoberto Hidalgo - Present

Trustee: Joe Stevens – Present

Trustee: Raul Reyes - Present

4. Reading Official Communications by Erin McLaughlin:

A letter was read from NALC Branch 263 regarding the transfer of Henry McKnight. The letter stated that Henry McKnight, was a member in good standing at the time of his departure from Branch 263 and that the membership of Branch 263 unanimously passed a motion confirming that Mr. McKnight was eligible to transfer to Branch 421 in good standing.

Point of Order Regarding February Minutes and Conflicting Motions

Jose Rodriguez, Beacon Hill, raised a point of order regarding two motions passed in the February minutes. He stated that the motions conflicted with each other.

The first motion referenced was:

Richard Gould, South Texas Medical Center, made a motion to have a committee of 3 members to explore the possibility of a third full time officer, cost estimate, or retirees to do secretary work. In the interim, a temporary secretary would be hired at \$15 an hour until the committee reports back.

It was stated that the motion was seconded. A friendly amendment was later accepted to add other duties other than secretarial and to include both part-time and full-time options within the scope of the committee's review. The motion passed 34 to 1.

The second motion referenced was:

Carmicheal Lewis, Retired, made a motion to continue to pay the current secretary at the current rate, with no benefits until we get a contract negotiated. The motion was seconded by Tony Boyd, Retired, and passed.

Jose Rodriguez, Beacon Hill, stated that the Carmicheal Lewis's motion was out of order because it conflicted with the previously adopted motion. He cited Robert's Rules of Order and stated that a motion conflicting with a motion previously adopted and still in force is null and void unless adopted by the vote required to rescind or amend the previously adopted motion.

President Hernandez ruled that the branch would continue with the current arrangement. Raul Reyes, Northeast Carrier Annex (NECA), challenged the decision of the chair.

Motion to Challenge the Chair

Raul Reyes, NECA, challenged the chair's decision to follow the Carmicheal Lewis motion rather than the Richard Gould motion. John Ochoa, seconded.

Discussion followed.

President Hernandez stated that the matter should have been caught in March, but the secretary had been doing the job, and he believed she should remain until the outcome of the meeting.

Dan Torres, Retired, stated that the challenge was a waste of time because the branch would be deciding whether to continue with a secretary contract.

Louis Jordan, Thousand Oaks, stated that the Carmicheal Lewis motion had a limit of 90 days, ending May 29, and that the branch could not vote on a contract that evening because of a motion passed the prior month requiring the membership to see the completed contract before voting.

Raul Reyes, NECA, stated that the issue was a learning experience and not a waste of time.

A vote was taken on the challenge of the chair.

Result: The challenge of the chair was successful, 31 in favor and 20 against.

5. Approval of Minutes:

February, March, and April minutes were available for review.

Louise Jordan, Thousand Oaks, stated that the March minutes still needed corrections because motions were mentioned but not recorded verbatim. She moved to table the March minutes until corrected.

February Minutes

Motion: To accept the February minutes.

Moved by Esteban Ramirez, Thousand Oaks, seconded by Joe Stevens, Nimitz.

Result: Motion passed.

March Minutes

Motion: To table the March minutes with corrections until the next meeting.

Moved by Louise Jordan, Thousand Oaks. Seconded by Alex Alcorta, Retired.

Result: Motion passed.

April Minutes

Motion: To accept the April minutes.

Moved by Joe Stevens, Nimitz. Second, by Rigoberto Hidalgo, Beacon Hill. Discussion occurred regarding language in the April minutes about Rigoberto Hidalgo, being unable to continue the committee due to unforeseen circumstances. Kevin Welch asked why the reason was not included. Louise Jordan stated that every proposal Rigo submitted was considered and that the issue was personal and did not need to be discussed in the meeting.

Result: Motion passed.

Article 10 Charges

President Hernandez stated that two Article 10 charges had to be read into the record.

Article 10 Charge Filed by Zachary Spitz, Boerne, against Justin Moise, Boerne.

“According to Article 10 of the Constitution of the Government of Subordinate and Federal Branches of the NALC, Zachary Spitz, member in good standing of NALC Branch 421, hereby charge Justin Moise Shop steward of Boerne, Texas, installation, with violating Article 14, Section 3 of the Constitution of the National Association of Letter Carriers, by causing harm to dues, paying members, of Branch 421, and assisting management at Boerne, Texas Station to include one or more of the following practices:

A) settling grievances in a way that benefits management exclusively, and that contradicts the national agreement, including, but not limited, to Article 8.5, D, of the national agreement, work hours grievance, which should have resulted in payouts to the affected carriers, however, was settled, with management at no violation, quote, unquote, despite me, (Zachary Spitz) personally telling him that it was a violation, and explaining that ODL carries have lost the contractual opportunity to work overtime, thus dating to be paid,

AND

B) refusing to represent me, to the fullest extent possible, during investigative interviews, telling me that asking to convene with time to ask about management’s questions is a waste of time and complaining that I’m taking away time that he needs to get his route done.

AND

C) refusing, or failing, to timely initiate grievances for violations he was asked to investigate by filing a grievance on, including, but not limited, as of the following issues.

Over time violations, significant delays of time to meet with Steward, dignity and respect violations (1/5, 3/16, 3/19/2026). Routes not being adjusted to 8 hours, management doing carrier work (estimation), written instruction from management to work off the clock. T6 route string not being posted, (204 B, or 4 plus months), Non-compliance violations, falsification of postal form, instruction from OIC Stegemoller in violation of National Agreement.

Zachary Spitz, member in good standing of Branch 421.

Article 10 Charge Filed by Dan Torres Against Raul Reyes

Under Article 10 of the Constitution for the Government of Subordinate and Federal Branches, I, Dan Torres a member in good standing, charges Trustee Raul Reyes, with misconduct, which includes bullying, disrespect of the executive board, sexual harassment, gross misconduct, and conduct unbecoming of an officer of Branch 421 on April 7, 2026. The NALC Alamo Branch 421, held its monthly executive board meeting, in attendance for President Homer Hernandez, Trustee Joe Stevens, Health Benefits Representative Mary Pardo, Financial Secretary Erin McLaughlin, Director of Retirees Dan Torres, Sergeant Arms, Alex Alcorta, Trustee Rigoberto Hidalgo and Trustee Raul Reyes.

At the beginning of the meeting, President Hernandez asked Brother Reyes if he could go last because he had resolutions to present. When his turn came, Brother Reyes presented the first resolution, which the executive board recommended unanimously. When Reyes presented the second resolution, he stated that it was part of the first resolution. I asked why each of the resolutions had a resolve as annotation, which would make them two separate resolutions. Reyes insisted that two resolutions were one. I tried to explain to him that each of the resolutions ended at resolve as. We disagreed until I said, quote OK, these two are one. Lets move on, end quote.

Sister Erin McLaughlin said, quote I'm confused, unquote. Brother Reyes sarcastically said, quote, I'm not surprised, it doesn't take very much, end quote. Sister McLaughlin said, What are you saying? quote, unquote, said Reyes, said, quote, You're a stupid bitch. end quote. Sister McLaughlin took offense and told him off. Reyes responded in a very crude manner by calling her a variety of names, including cunt. Sister McLaughlin had no choice but to respond in kind as she took, as she stood up for herself.

The behavior expressed by Reyes is an excusable, reprehensible, and should not be allowed in any organization, but more so in any organization like the NALC. Letter carriers are held to a higher standard. Executive board members are also supposed to hold those standards. Brother Reyes did not hold himself to that standard, as a matter of fact, he brought disgrace and embarrassment to our branch. This is gross misconduct of the highest order, and Reyes should be punished accordingly. He should be removed from his position and his membership suspended for two years.

In solidarity,

Dan Torres, Director of Retirees

Bylaw Proposals

Bylaw Proposals Submitted by Louise Jordan

The following bylaw proposals submitted by Louise Jordan, Thousand Oaks, were read or referenced:

Article 7, Section 2, C
Current language:
Retirees shall pay \$24 per year.

Proposed new language:
Retirees shall pay \$36 per year.

Article 7, Section 2
Current language:
Members paid a higher rate that of a city carrier 2, a monthly dues equal to two hours, base pay.

Louise Jordan, Thousand Oaks, stated that when the committee submitted its report, it included objective information regarding costs and potential savings related to secretary/administrative support, part-time secretary, full-time secretary, part-time officers, and a full-time officer. She stated that only administrative support at \$15 per hour fell within the current budget amount. She further stated that she had submitted the Article 7, Section 2 bylaw proposals to ensure funds would be available for whatever option the membership decided, other than a full-time officer.

Louise Jordan, Thousand Oaks, then made the following motion:

I am making a motion to withdraw the previous by law changes I submitted. Article 7, Section 2, 8, Article 7, Section 2, B, and Article 7, Section 2, C.

Kevin Welch, Beacon Hill, seconded.

Discussion followed regarding statements in The Timely Messenger and emails about the proposed dues increases.

The bylaw changes submitted by Louis Jordan, Thousand Oaks were withdrawn.

Bylaw Proposal Number 1 Submitted by Kelly Cantu, Nimitz.

Article 3, Section 1 — Regular Branch Meeting Date and Time

Current language:

The regular Alamo Branch 421 meeting will be held on the second Thursday of each month at 7 p.m., except if it conflicts with a holiday, or a state, or national convention, then it will be held on the 3rd Thursday of that month. Each regular branch meeting will include a virtual video conference component, for example, Zoom (2023)

Proposed new language:

The regular Alamo Branch 421 meeting, will be held on the second Sunday of each month at 3 p.m. except if it conflicts for the holiday, or a state, or national convention, then it will be held on the third Sunday of that month. Each regular branch meeting will include a virtual video conference component. For example, Zoom

Kelly Cantu, Nimitz, spoke in favor of the proposed change, stating that moving the meeting to Sunday at 3:00 p.m. could increase participation, especially for members who are tired after work on Thursday evenings or have family responsibilities.

Tony Boyd, Retired spoke against the proposal, stating that Sunday is traditionally a day for rest and family time, that CCAs may already work Sundays, and that there was no evidence the change would increase participation.

Raul Reyes spoke in favor, stating that the branch has tried many ways to increase participation and that this would be something new.

Kevin Welch, Beacon Hill and Karen Schoolcraft, Serna, spoke against the proposal.

Doug Boethin, Retired, called for the question.

Result: Motion passed, 48 for and 3 against.

A vote was then taken on the bylaw proposal.

Result: The bylaw proposal failed, 14 for and 51 against.

Bylaw Proposal No. 2 Submitted by Kelly Cantu

Article 11, Section 1, Clause A — President's Salary

Current language:

An annual salary of table one, city carrier schedule, highest step on schedule, plus 17.1% to increase proportionately until each new wage increase, received by their letter carrier craft, payable by weekly. This will

become effective on 2022, starting on January 1st, 2021, the president will receive an annual salary of table one city carrier schedule, highest step on schedule, plus 24.1%, to increase proportionately until each new wage increase required by letter carriers, letter carriers, excuse me, craft, paid biweekly (2022)

Proposed new language:

An annual salary, not to exceed \$95,000. This will become effective immediately. Consideration for a salary increase could be reevaluated and voted upon annually.

Kelly Cantu, Nimitz, spoke in favor of the proposal, stating that it would reduce the president's salary and save the branch approximately \$5,348.56.

Tony Boyd, Retired, spoke against the proposal, stating that it was politically motivated and that if union-paid positions were reduced, the reductions should apply to all officers and stewards. He also stated that members who are dissatisfied with an officer's performance should address the issue directly or vote them out during elections.

Several members spoke against the proposal, including Mark Isenhour, who stated that the president's current salary was appropriate based on the work and responsibilities of the position.

Abraham Heikal, Schertz, spoke in favor of the decrease, stating that members in the associate offices were not getting the representation they needed.

Carmicheal Lewis, Retired, called for the question.

Result: Motion passed, 59 for and 47 against.

A vote was then taken on the bylaw proposal.

Result: The bylaw proposal failed, 26 for and 41 against.

Tony Boyd, Retired, then gave a point of information explaining the bylaw voting process, including that the maker speaks first, members discuss for or against, a member may call for the question to end debate, and then the membership votes to approve or deny the proposed change.

Bylaw Proposal No. 3 Submitted by Kelly Cantu, Nimitz.

Article 11, Section 1, Clause C — Clothing Allowance

Current language:

Clothing allowance, and the amount equal to the amount paid to regular carriers per year.

Proposed new language:

Elimination of clause C in its entirety.

Kelly Cantu, Nimitz, spoke in favor of the proposal, stating that officers still receive a carrier clothing allowance and that the branch paying an additional clothing allowance amounts to double-dipping.

Louise Jordan, Thousand Oaks, spoke against the proposal, stating that officers should represent the branch professionally in NALC clothing and that branch shirts are appropriate for official business.

A motion was made to extend the meeting for one hour.

Motion: To extend the meeting for at least one hour.

Moved by Tony Boyd, Retired. Seconded by Mary Pardo, Retired.

Result: Motion passed.

Nancy Feldt, Retired, spoke against the proposal and provided background that the clothing allowance had historically been used so full-time officers could dress professionally when representing the branch.

Abraham Heikal, Schertz, asked for clarification. Tony Boyd explained that full-time officers on LWOP do not receive pay, leave, TSP contributions, or other benefits from the Postal Service, although Louise Jordan clarified that full-time officers do currently receive a uniform card.

Kevin Welch, Beacon Hill, called for the question.

Result: Motion passed, 46 for and 1 against.

A vote was then taken on the bylaw proposal.

Result: The bylaw proposal failed, 38 against and 14 for.

Bylaw Proposal No. 4 Submitted by Kelly Cantu, Nimitz.

Article 11, Section 1, Clause D — Car Allowance

Current language:

The car allowance, shall be in the amount of \$26 per day, except when on leave, paid monthly, on it, travel is outside of Bexar County, the current government mileage rate per mile. Whichever is greatest (2018)

Proposed new language:

The current government mileage rate per mile when traveling outside of Bexar County.

Kelly Cantu, Nimitz, spoke in favor of the proposal, stating that the president and vice president each receive \$6,240 per year, or \$520 per month, and that the branch is paying their car notes.

Tony Boyd, Retired, spoke against the proposal, stating that the change could actually increase reimbursements because the current \$26 per day in-city allowance may be less expensive than mileage reimbursement under the government mileage rate.

Mark Isenhour spoke in favor of the proposal, stating that mileage should begin only after a person reaches work and travels to other locations, not for going to and from work.

Cornelia Lashley, Dobie, spoke in favor of the proposal and questioned why stewards do not receive mileage while officers receive reimbursement.

Louise Jordan, Thousand Oaks, spoke against the proposal, stating that most associate offices are outside Bexar County and that the government mileage rate would increase costs for trips to those offices.

President Hernandez spoke regarding travel expenses, stating that he had put significant mileage on his vehicle and had traveled to Eagle Pass, Cotulla, San Marcos, and other locations. He stated that he often does not charge mileage.

Doug Boethin, Retired, called for the question.

Result: Motion passed, 52 for and 5 against.

A vote was then taken on the bylaw proposal.

Result: The bylaw proposal failed, 30 for and 34 against, because it did not receive the required two-thirds vote.

Louise Jordan, Thousand Oaks, read Article 13, Amendment, Section 1 of the bylaws, stating that bylaw amendments require two-thirds of the members present and voting for passage.

Bylaw Proposal No. 5 Submitted by Kelly Cantu

Article 11, Section 1, Clause E — President's Annual Leave Sellback

Current language:

The president may, at his or her discretion, sell back up to work up to 2 working weeks of annual leave, per calendar year (2004)

Proposed new language:
Elimination.

Kelly Cantu, Nimitz, spoke in favor, stating that the president and vice president sell back two weeks of annual leave and one week of sick leave each year, and that eliminating the president's two-week annual leave sellback would save the branch \$3,859.56.

Louise Jordan, Thousand Oaks, spoke against the proposal, stating that eliminating the bylaw saves the branch no money because if the officer still has an annual leave balance when leaving office, the payout would likely occur at a higher rate later.

Tony Boyd, Retired, spoke against the proposal, stating that it targets current members filling the position and creates disparity of treatment.

Mark Isenhour, Serna, spoke in favor, stating that carriers can only sell back leave if they exceed their maximum carryover and that the president and vice president should take vacations more often.

Doug Boethin, Retired, called for the question.

Motion: To call for the question.

Result: Motion passed, 46 in favor and 2 against.

A vote was then taken on the bylaw proposal.

Result: The bylaw proposal failed, 24 for and 32 against.

Bylaw Proposal No. 6 Submitted by Kelly Cantu

Article 11, Section 1, Clause F, No. 2 — President's Sick Leave Sellback
Current language:

The president may, at his discretion, sell back up to one working week of earned sick leave per calendar year, 2004.

Proposed new language:
Elimination.

Kelly Cantu, Nimitz, spoke in favor, stating that eliminating the ability to sell back one week of sick leave would save the branch \$1,929.78.

Tony Boyd, Retired, spoke against the proposal, stating that the sick leave sellback provision had been in place for 22 years and was necessary to offset the loss of earned leave toward Postal Service retirement for full-time officers on LWOP.

Cornelia Lashley, Dobie, spoke in favor of the proposal, stating that when she worked as a steward in her associate offices, she was not paid by the Postal Service or the union and was not reimbursed.

Jesus Martinez, Eagle Pass, spoke against the proposal, stating that if officers have sick leave, they should be entitled to sell it back.

Henry McKnight, Retired, called for the question.

Motion: To call for the question.

Result: Motion passed, 43 for and 1 against.

A vote was then taken on the bylaw proposal.

Result: The bylaw proposal failed, 18 for and 32 against.

After the vote, Tony Boyd, Retired, asked Kelly Cantu whether she would be willing to withdraw the equivalent proposed bylaw changes that applied to the vice president in the interest of saving time. Kelly Cantu agreed to withdraw the remaining five proposed bylaw changes.

The remaining five bylaw proposals submitted by Kelly Cantu, Nimitz, were withdrawn.

6. Applications for Membership:

Vice President Esteban Ramirez reported the following membership numbers:

- 1,154 active members
- 471 retirees
- 141 gold members
- 23 retirees who had not submitted Form 1189s

Seven new members were reported:

- Paul Nastasi
- Alex Sanchez
- Matthew Rogers
- Chad Dillard
- Javier La Landres
- Shiloh Clifton
- Jose Herrera

None of the new members were present in person or on Zoom.

7. Unfinished Business:

Secretary Contract / Administrative Support

Dan Torres, Retired, stated that unfinished business remained regarding the secretary's contract.

He made the following motion:

I'd like to make a motion that we hire a secretary. And the branch can decide part time, full time, but I believe full-time is necessary.
Alex Alcorta, Retired, seconded.

Louise Jordan raised a point of information and stated that the motion was out of order because of a motion passed at the prior meeting.
She read the prior motion as follows:

Any and all negotiations of a new contract for a branch secretary, should immediately cease and desist, until such time as the membership has a chance to consider the committee's findings and decide the direction that fits the needs of the members. There will be no further negotiations with OPEIU without further proposed approval from two-thirds of the membership at the branch.

Furthermore, if the membership approves the negotiation for a new contract, the contract may not be signed, may not be signed until it is first presented to the membership for consideration, and included Zoom participation, and approval of the two-thirds majority of the members' president at the meeting.

The motion to hire a secretary was withdrawn.

Jose Rodriguez, Beacon Hill, raised a concern that the secretary had been paid at a rate higher than the \$15 per hour included in the February motion.

President Hernandez stated that, based on the prior actions and the lack of authority to continue, the branch would have to let the secretary go, and that only he and Vice President Ramirez would be in the office.

Louise Jordan, Thousand Oaks, proposed that the branch maintain the part-time secretary in the position until the next branch meeting where the contract could be reviewed and a decision made, so the branch would not be placed at risk.

Motion was withdrawn

Mary Pardo, Health Benefits Representative, stated that she would bypass her report and submit it for The Timely Messenger.

8. New Business:

No new business was reported.

Jesus Martinez, Eagle Pass, asked how many members were present on Zoom and in total. President Hernandez stated there were 33 members on Zoom and 83 total members participating.

Jesus Martinez, Eagle Pass, thanked President Homer Hernandez for his representation in Eagle Pass, stating that Hernandez traveled several times, supported him, got him reinstated after management placed him off duty without pay, and secured back pay.

Charles Ogle, Retired, spoke regarding the food drive and encouraged more cash donations in future years. He noted the branch had contributed more than \$5,700 in cash donations and encouraged members to consider donating regularly to support the food bank.

President Hernandez stated that the branch had raised more than \$6,000 and thanked the carriers and others who donated and participated.

Motion to Extend Meeting 15 Minutes

Jose Rodriguez, Beacon Hill, made a motion to extend the meeting fifteen more minutes.

Motion: To extend the meeting until 9:45 p.m.

Result: Motion passed.

Raffle / Fundraising

Mary Pardo, Retired, conducted a raffle benefiting the Ted Carter Fund and Muscular Dystrophy. She reported raising \$48.

Winners included:

- Alex Alcorta
- Louise Jordan
- Nancy Feldt

9. Reports of Standing and Special Committees:

No reports of standing or special committees were given.

10. Good of the Association:

Request for Security at Branch Meetings

President Hernandez read a letter from Mary Pardo, Retired, requesting security at all regular branch meetings and executive board meetings due to actions by some members at recent meetings. The letter stated that she did not feel safe and that safety should be the branch's number one priority. President Hernandez requested a motion to hire security for branch meetings.

Motion: To hire security for branch meetings.
Kevin Welch, Beacon Hill, seconded.

Discussion followed. Cornelia Lashley, JF Dobie, stated she is a Level 3 security officer and would be willing to provide security, but not for free.

Jesus Martinez, Eagle Pass, spoke in favor of having security if members felt unsafe.

Questions were raised regarding cost, whether the security guard would need to be armed if alcohol is present, and whether one officer would be needed for executive board meetings and one for branch meetings.

A motion was made to table the security motion until the branch could determine the cost.

Motion: To table the motion until the branch finds out the cost for one officer at the executive board meeting and one officer at the branch meeting.

Seconded by Nicole Ramirez, AMF.

Mary Pardo, Retired, explained that part of her concern was leaving meetings in the dark and needing someone to walk her to her car.

Result: Motion to table passed, 29 for and 5 against.

OWCP Training

President Hernandez announced that on June 4, David Miller, Region 10, Workers Compensation Assistants, would attend the steward meeting. All members are welcome.

USPS Family Fun Day

President Hernandez announced the 30th annual USPS Family Fun Day at Six Flags, scheduled for June 28, 2026. Tickets were reported to be \$60. Members were encouraged to attend and support the event.

Motion to Table Remaining Meeting Business

Jose Rodriguez, Beacon Hill, made a motion to table the remaining meeting business until the next meeting.

Rigoberto Hidalgo, Beacon Hill, seconded.

Result: Motion passed. The remaining meeting business was tabled until the next meeting.

Adjournment: The meeting ended after the motion to table the remaining business passed 9:45pm.